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## **WILLIHNGANZ RECEIVES PRESTIGIOUS HUMAN RESOURCES PROFESSIONAL AWARD**

**Sacramento, CA** – July 25, 2006 – Michael Willihnganz, Director of Research and Development for CPS Human Resource Services, was recently awarded the Stephen E. Bemis Memorial Award. A national committee of highly respected employment testing and personnel assessment professionals selects the winner. This award is given to individuals who are recognized for their on-going commitment to the principles of fairness and merit, who have made an impact in the field, and who are known for their dedication to assisting fellow practitioners. Willihnganz has more than 20 years experience in human resources and is a nationally recognized authority on recruitment and selection.

“I am truly honored and humbled to have my name listed along side all of the previous award recipients,” said Willihnganz at his acceptance of the award at the IPMA Assessment Council conference in June. “I believe we all derive great satisfaction in making contributions to our profession, our employers, and ultimately the communities we serve.”

Willihnganz was nominated for the Bemis award by two separate agencies – the Western Region Intergovernmental Personnel Assessment Council (WRIPAC) and the Personnel Testing Council of Northern California (PTC-NC.) Both nominations noted his role in introducing the value of situational judgment tests to public agencies. These written tests present a ‘situation’ to the test taker, and then ask for the ‘best response’ to that situation.

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Willihnganz previously worked for the California State Personnel Board and was the executive in charge for the development and implementation of employment testing policies and regulations. He also held several positions in the HR department at Sacramento Municipal Utility District. Willihnganz has two Master of Arts degrees and a Ph.D. in Industrial/Organizational Psychology from the Professional School of Psychology. Professional affiliations include International Personnel Management Association – HR (IPMA-HR), IPMA Assessment Council and Personnel Testing Council-Northern California.

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**About CPS Human Resource Services**

CPS is a self-supporting public agency providing a full range of human resource services to the public and non-profit sectors. As a public agency, CPS shares a common perspective with its clients. The organization has unique expertise in delivering HR management and consulting, employment testing and assessment services, and Sigma applicant tracking software. The organization serves more than 1000 local, state and federal government agencies, public utilities, associations, nonprofits, and other organizations throughout North America.